## "I Opt" Communication Snowflake

Selected Communication Characteristics of Strategic Styles

## **REACTIVE STIMULATOR (RS)**

Easily distracted Be fast and focused Limit detail to actionable items Use emotion to convey conviction Dismissive or welcoming volatility

Justify based on outcome Stress actionable content Start with brief summaries Convey a sense of urgency Use "cues" to adjust delivery Plan for fast decisions **Short-term involvement** Anticipate terse responses

**Experimental stance favored** 

Justify based on magnitude of gain Use visual aids to convey ideas **Jse analogies and metaphors Convey a sense of urgency** Stress novelty of content Be fast and expansive **Jse emotional delivery** Easily approachable

Potential for intense involvement

Expect incomplete responses

Anticipate expansion of scope

Approachable but distant Use emotion very sparingly

Have "why" (not how) detail ready

Relationship focus (what causes what) Use measured, thoughtful delivery

Dwell on things that are of interest Justify based on intellectual integrity Show how it "fits in" with other things Address subjects in logical sequence Stress completeness of understanding Involvement based on intellectual interest **Expect thoroughly considered responses** Anticipate elaborate, rational responses Plan for tentative, cautious decisions

HYPOTHETICAL ANALYZER (HA)

PERFURMER

Distant and reserved approachability

Justify based on certainty

Focus on process involved

Avoid analogies and metaphors

Methodical and focused delivery

Have detail available and use it

Stress efficiency and effectiveness Expect comprehensive responses

Be consistent and measured Stress certainty of outcome

Anticipate measured responses Minimal continuing involvement

RELATIONAL INNOVATOR (RI)

Highly detail averse

PERFECTUR

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